Minutes of the
Meeting of the
Executive Committee
of the
World Council of Churches

24 - 25 August 2003

Meeting held at the

Ecumenical Centre, Geneva, Switzerland

These minutes have no official status until received, amended as necessary and approved by the Executive Committee at its next meeting. The official proceedings of the Executive Committee consist of a documented record of decisions taken by the Committee along with the texts of documents acted upon. The introductions to agenda items and summaries of presentations and discussions are prepared by the minute-taker for background information only, and should not be cited as part of the official proceedings of the meeting nor as such attributed to the speakers' names.

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1. OPENING ACTIONS

1.1 Worship

At the invitation of the Moderator, members joined in saying the Lord's Prayer, each in their own language.

On Monday 25 August 2003 the Committee joined with staff at the regular Monday morning worship. It was led by Rev. Dr Clifton Kirkpatrick, assisted by Rev. Ofelia Ortega. The preacher was Mrs Carmencita Karagdag.

1.2 Call to Order and Welcome

The Moderator, His Holiness Aram I, called the meeting of the Executive Committee to order at 14.00 hrs on 24 August 2003. He welcomed the Committee to the house, which, he said, was a second home for us all. He hoped that their presence would strengthen the house in its mission and diakonia, to the churches and beyond the churches to the world. The Committee had a heavy schedule with major items on its agenda, and members should pray for a smooth passage of business and taking of decisions that would be for the good of the whole fellowship.

1.3 Roll Call

The General Secretary, Rev. Dr Konrad Raiser, added his welcome. He then called the roll. Bishop Dr Hilarion Alfeyev, Very Rev. Leonid Kishkovsky, Dr Agnes Abuom and Bishop Federico Pagura would arrive the following day. Apologies for absence had been received from: Rev. Inamar Correa de Souza, Rev. Iteffa Gobena (replacement for Rev. Yadessa Daba, and involved in an important Christian/Muslim dialogue in his own country), Rev. Septemmy Lakawa, and Rev. Dr Ilaitia Sevati Tuwere. The following substitutes were appointed: Fr Mikhail Gundyaev (for the first day) and Mr John Doom (for both days).

1.4 Minutes of the Previous Meeting

The Minutes of the meeting held at the Ecumenical Institute, Bossey, 18-21 February 2003 were approved as circulated.

1.5 Adoption of Agenda and Timetable

The General Secretary introduced the agenda and timetable. As the meeting was taking place immediately prior to a meeting of the Central Committee, it was a limited agenda. Major items were a report from the Assembly Planning Core Group and discussion of the General Secretary election process to take place in the Central Committee after the Search Committee's Report.

The Executive Committee approved the agenda and timetable.

2. REPORT OF THE MODERATOR

Members had tabled before them the Moderator's Report to the Central Committee. The Moderator stated that he had taken inter-religious dialogue as his theme. He believed this to be the first time that a Moderator had done so. It was a critical, delicate and controversial issue, an existential issue affecting ordinary men and women, and the Council should focus its attention on it. Religious plurality was now a reality of life, which had to be accepted.

He then highlighted the major points of his report section by section. He concluded by stressing that dialogue with other religions is now more than ever an ecumenical priority.

The Moderator invited discussion of his report.

Rev. Dr Clifton Kirkpatrick was grateful for the report. This was an area in which leadership was required. He had two comments: first, that religion

had an ambiguous nature. It could become evil. Secondly, from a theological perspective, there is now more agreement on the need for such dialogue. There was a problem, however, concerning how to initiate dialogue. If the dialogue is convened by a third party, e.g. the mayor of a municipality, it goes better than if the initiative comes from Christian churches.

Bishop Dr Zacharias Mar Theophilus was glad that the Moderator's plea for dialogue had a theological basis. For him, the problem was how to move from high level contacts between religious leaders to ordinary people, for whom inter-religious contact is a daily reality.

Bishop McKinley Young felt that inter-religious dialogue is now more than ever an urgent issue that cannot be postponed

Metropolitan Chrysostomos of Ephesus stressed the importance of initiating dialogue in the right way. In many respects, dialogue at the theological level is the easiest aspect.

Bishop Dr Rolf Koppe drew attention to the section 'Living together with our Differences'. For him, difference did not exclude good relations between people living together. Ordinary people had to learn to live together.

The Moderator thanked the members for their comments.

3. REPORT OF THE GENERAL SECRETARY

Members had tabled before them the General Secretary's Report to the Central Committee. The General Secretary gave a preview of his report.

The thematic focus for the coming Central Committee meeting was 'Caring for Life'. Of the four thematic focuses coming from the Harare Assembly, this was the last to be taken up in a Central Committee meeting. He was highlighting issues of biotechnology and work among people with disabilities, which are fundamental issues since humans are made in the image of God. His report also dealt with developments in the WCC since the last Central Committee meeting and with reconfiguring the ecumenical movement.

The General Secretary then reported on developments in the WCC since the last meeting of the Executive Committee in February 2003.

The previous meeting of the Executive Committee had been dominated by financial concerns. He was now able to report that the six months since then had been constructive. The financial situation was now under control and it seemed likely that the budget requirements for the year 2003 would be met. The transition to a new organizational pattern had been successful. He would be able to hand over to his successor a much more consolidated organization than the WCC had been in recent years.

Regarding the Special Commission, the issues it had raised are now being addressed by the churches and there was a move discernible from emotional and controversial debate to a calm examination of issues. The echoes were encouraging.

Much time and energy had been spent in responding to crises: the war in Iraq, the situation in Israel/Palestine, Liberia, Sudan, and Zimbabwe, and these issues would be coming to the Central Committee in the report of the Public Issues Committee.

There had been exchanges with the Roman Catholic Church in regard to the recent encyclical on the Eucharist, but no public response by the WCC was envisaged.

Relations with the constituencies had been many and varied and he would mention only a few. The relocation of the two regional desks as part of the decentralization process had involved team visits to the respective regions. The Pacific desk was now located in Suva, Fiji, and the Middle East desk was being located, at least initially, in Cyprus.

There had also been a team visit to the Presbyterian Church (USA), the Evangelical Lutheran Church in the United States and the Orthodox Church in America. He had visited the 'Buddhist belt' in South Asia, Laos, Thailand and Myanmar, and attempts were being made to establish dialogue with their Buddhist communities.

He had also visited: Brazil, for the constitutive meeting of the national Assembly Preparation Committee; Belarus, Ukraine and Moscow, where he had received generous hospitality; and had been present at the induction of Bishop Hamilton Mvume Dandala as General Secretary of the All Africa Conference of Churches.

In conclusion he mentioned personalia.
Dorothee Soelle had died in April. She was particularly remembered in the WCC for her contribution to the Vancouver Assembly.
Bishop John Neill, Church of Ireland, was now archbishop.
Bishop Barry Morgan, Church in Wales, was also now archbishop (in succession to Bishop Rowan Williams, on his translation to the see of Canterbury). There were now two Anglican primates in the Central Committee.
Bishop Federico Pagura had been designated a 'distinguished senior citizen' by the Argentinian Senate in recognition of his services to the Argentinian people.

Dr Miguez Bonino had suffered a severe stroke, and the Executive Committee would wish to surround him with their prayers. He would be 80 years old later this year.
Dr Tapio Saraneva, Finland, died in August. He had been Director of FinnChurchAid for many years.

The Moderator thanked the General Secretary for his report and invited discussion on it.

Dean Anders Gadegaard asked about the reconfiguration of the ecumenical movement. The discussion on it must be a process of wide involvement by the churches, not just by REOs, for example. There must be time for the churches to discuss alternative patterns. The General Secretary, responding, stated that Policy Reference Committee III would be dealing with this. A 'road map' for the process would be too constraining, making it a pre-determined path. The time line for the process was the 2006 Assembly. It should be a fully inclusive process, and there was no ready-made model.

Metropolitan Chrysostomos of Ephesus commented on the General Secretary's visit to Moscow. Had the Russian Orthodox Church (ROC) discussed with him the possibility of the ROC becoming a 'church in association' with the WCC? The General Secretary, responding, said that the issue had not been raised, and he had concluded that the ROC was no longer considering applying for this category of association. His impression was that the ROC saw its relations with other churches as vitally important. It did not wish to be isolated. While critical of the liberal theology of other churches, it accepted it as a reality that had to be lived with.

The Moderator thanked the General Secretary for his report.

4. REPORT OF THE STEERING COMMITTEE OF THE SPECIAL COMMISSION

Mr Georges Lemopoulos reported on the work of the Steering Committee of the Special Commission on Orthodox Participation. He felt that the Steering Committee had now entered into the substantive issues, such as ecclesiology and baptism, and was thus fulfilling the mandate given it by the Central Committee. What will be placed before the Assembly would have to be coherent and contain consistent proposals. The chapter on worship must be dealt with very carefully and a constructive approach to this issue was essential. Various issues such as membership, worship and consensus would be dealt with in Policy Reference Committee I. We were now entering a more positive constructive period in the consideration of these issues.

On a less positive note, it had to be admitted that distribution of the Final Report of the Special Commission in other languages had been slow. It was only now just reaching some churches, but versions in Greek, Russian and Arabic were now available.

Discussion

Metropolitan Gennadios of Sassima further commented. Members of the Steering Committee had left the last meeting in good spirits, but there were still outstanding questions. We were now in the process of implementing the report, but it was only now reaching some churches. The churches had to be given time to study and respond to the report. There was now a much calmer attitude towards it. He asked whether it would be possible to receive all necessary responses before the 2006 Assembly and what we intended to do at it.

Bishop Dr Rolf Koppe also felt it important to determine the role of the Assembly in this regard.

Archbishop Nifon of Targoviste praised the choice of location, in Thessaloniki, for the international academic symposium prior to the last meeting of the Steering Committee. It was a prestigious theological school in the Orthodox world with high academic standing. What we are experiencing is a radical restructuring of the WCC, and developments between the present and the Assembly would be very important. The Special Commission had fulfilled its role and its work was now being carried forward by the Steering Committee. He asked who would be formulating the proposals to be placed before the Assembly.

Metropolitan Chrysostomos of Ephesus spoke further about the international academic symposium. It had had a wide agenda, and strictly speaking it had been a separate activity from the actual meeting of the Steering Committee.

The Moderator commenting, warning against departmentalization of the work of the Steering Committee. The integrity of the work of the Special Commission had to be maintained and it was important that the Special Commission's work should become integrated into the WCC. Thought needed to be given to such an 'integration process.'

Mrs Justice Sophia Adinyira stressed the need to reach a clear decision on the title of the continuing body, whether it be 'Parity Committee' or 'Permanent Committee on Consensus and Collaboration', or something else.

Dean Anders Gadegaard felt that the work of the Steering Committee was very important for the future life of the WCC. He would like the Steering Committee to take onto its agenda the reconfiguration of the ecumenical movement. The issues of membership and member churches' contributions were also relevant.

The Moderator thanked the Mr Lemopoulos for his report.

5. PREPARATIONS FOR THE SUBSEQUENT CENTRAL COMMITTEE MEETING

The General Secretary gave details of the preparations for the subsequent meeting of the Central Committee. At the request of the Executive Committee and the Central Committee itself, the meeting was one day shorter. The advantage was that committee members would not have to be absent from home for two Sundays, but it did make agenda planning even more difficult. Thus there would be no small groups and only three general sessions. The overall topic for the meeting was 'Caring for Life', and it would be explored in three plenaries: a youth plenary; a plenary on persons with disabilities and on biotechnology; and a regional plenary on Latin America. A common thread would run through them all, and each would include a Bible study.

He then took the committee through the Central Committee programme, drawing particular attention to:
- the two closed sessions for the General Secretary election on 27 and 28 August,
- the Farewell Worship on 31 August in the Chapel, followed by a Farewell Celebration at Bossey.

Outside the official programme, at lunch times, a sculpture installation to commemorate the 1994 Rwanda Genocide would be inaugurated on 26 August; and there would be a tenth anniversary celebration of the Ecumenical Women's Solidarity Fund on 29 August.

Rev. Sabine Udodesku gave details of the confessional meetings to take place after dinner at the Ramada Hotel, on 28 and 29 August, two each evening. The Programme and Policy Reference II Committees would also be meeting at the hotel.

6. FINANCES

6.1 Initial Presentation

Dr William Temu gave an overview of the present financial situation of the Council.

The Council had managed to stay within its resources and the presentation of a regular management report to the Staff Leadership Group had helped in this. The financial performance to end July and the projection to year end showed no surprises. It had been an encouraging seven months. This had been thanks to the budget being conservative, currency risks being lower than expected and pledges of funding being followed up. The 2004 budget would be scrutinized by the Finance Committee of the Central Committee.

Discussion

Rev. Dr Clifton Kirkpatrick thanked Dr Temu for the clarity of his presentation.

The Moderator echoed Dr Kirkpatrick's thanks. He observed that the WCC's financial crisis had to be viewed against the background of the world financial crisis. In that light the WCC was not a 'shaky institution'. We were on the way to our future.

Bishop McKinley Young hoped that the Finance Committee would be able to stress positive aspects in its report to the Central Committee.

Dean Anders Gadegaard urged realism in the financial report. We were maintaining our present level of activity only because we have programme money at our disposal to be drawn down. We were not achieving our target for financial support from the member churches. Programme fund balances would not last for ever.

The General Secretary indicated the importance of the way in which the 2004 budget would be presented. We needed a prudent assessment of our financial resources. He drew attention to the third paragraph on p.3 in the Financial Report 2002 and expanded on it. At the end of each year an amount of funding for programmes was carried forward to the following year. These funds were kept liquid and had to be spent on their designated purpose or be renegotiated. Such programme fund balances should be maintained at as low a level as possible. His final comment was that we had not yet achieved the hoped for balance in the Council's finances.

Bishop McKinley Young found the financial situation encouraging, the sign of a new future for the WCC. He commended the staff for their efforts.

6.2 Report of the Finance Sub-Committee

Bishop McKinley Young presented the Report of the Finance Sub-Committee as follows:

Agenda of the Finance Committee of the Central Committee
The sub-committee reviewed carefully the agenda for the Finance Committee. The Committee will have five main tasks:

1. Ratify the audited financial accounts of 2002
2. Review the results as of July 2003 in the context of 2003 forecast to year end
3. Approve the 2004 budget, 2005 framework budget and recommend approval of the Assembly budget
4. Review the income development strategies for the Council
5. Review the draft of Ethical Guidelines for non-traditional income and the statement of investment objectives and policies.

Ratification of the 2002 financial statements
The sub-committee reviewed the 2002 audited financial statements, following its review of the draft results at the February meeting. The auditors have issued their opinion that the accounts are fairly presented.

The balance sheet shows that there is almost complete investment coverage for the programme fund balances. This result was achieved in part by reclassifying CHF 2.8 million to Specific Reserves. The reclassification recognizes that these are Programme Reserve balances held at the discretion of the Council and including certain reserves designated for conferences planned within certain programmes. The Council may determine the timing of the disbursement of such reserves. This reclassification has consequences for future financial planning since these reserves cannot be used until assets are increased.

As requested by Executive Committee in February 2003, an agreement with the Pension Board was reached in March, committing the Council to a 14% fixed rate contribution to the pension plan in the long term, representing an increase from the current 13%.

The sub-committee ratified the accounts and recommends that the Finance Committee of the Central Committee approve the audited financial statements.

Results to 31 July 2003 and full year forecast

The results at the end of July show a total surplus of CHF 2.467 million, in part due to a record receipt of contributions in July. In addition, programme expenditure has been cautious. Investment income at the end of July is CHF 565,000. Unlike previous years, the cash flow to July has been positive.

The sub-committee pointed out that while the situation in 2003 to date is positive, it cannot be forgotten that this situation comes in part at the expense of a loss of staff, decreased programme activities and a lessened capacity to respond to partners.

The sub-committee requires that any investment gains for the year should be returned to the investment reserves.

A forecast for the rest of 2003 shows that the contributions are likely to be a little less than budget, expenditures close to budget, while a credit of CHF1 million to general reserves still expected. The sub-committee gave guidance that the budgeted expenses should not increase unless income increases in order that the same balance between the two remains.

2004 draft budget

The 2004 budget shows a decrease in contributions of CHF 1.62 million over the 2003 budget but a slight increase in other income (coming primarily from rental income). Total expenses will decrease by CHF 610,000 over the 2003 budget, leaving a transfer to general reserves of CHF 950,000.

A concern of the sub-committee is that while contributions for 2004 decrease and the withdrawal from programme balances is less, the expenditures compared to those of 2003 are remaining relatively the same. The sub-committee reiterated the need for cost-cutting measures to continue. Since the Council cannot anticipate contributions from traditional partners continuing to increase, it is mandatory that membership contributions increase to be able to continue core programmatic activities. The Finance Committee will be recommending to the Central Committee a new way of calculating membership income as well as increasing income from non-traditional donors.

The Finance Committee of the Central Committee will discuss the 2004 budget in more detail and will bring a recommendation to the Central Committee.

Other Issues

A loan for Bossey for CHF 6.4 million was signed last month. The amount of the loan was able to be reduced because the U.S. Conference agreed to release 95% of the Kunett Endowment Fund to put toward the costs.

The Finance Committee will review a reserves policy. In particular, it will consider the different categories of reserves of the Council in comparison with those of other charitable organizations and in the light of standards for charities issued in other countries. Further clarification of the Council's reserve categories will be recommended. In addition, the Finance Committee will assess the level of reserves appropriate for the Council, where reserves are defined as funds available to the Council after meeting all commitments and setting aside capital invested in land and buildings.

A paper on investment policy, which includes the recommendation to further reduce investment risk, will also be presented to the Finance Committee of the Central Committee.

Rev. Dr Clifton Kirkpatrick asked if there was any reason for the record receipt of contributions in July. The response was that it was merely a matter of cash flow.

Metropolitan Gennadios of Sassima, noting that there had been no discussion of the Assembly budget, asked where it would be considered.

Rev. Norman Shanks, responding, stated that the Assembly budget was a separate issue and that a draft Assembly budget would be placed before the first meeting of the Finance Committee of the Central Committee.

Bishop McKinley Young, in conclusion, thanked the staff for their hard work.

The Executive Committee accepted the Report of the Finance Sub-Committee.

7. PUBLIC ISSUES

Mr Peter Weiderud outlined the proposals that would be made to the Central Committee. There would be minutes on Protection of Endangered Populations in situations of Armed Violence: towards an ecumenical ethical approach; on Cyprus; on Israel and the Palestinian Territories; and on Zimbabwe. There would be statements on Post-War Iraq; on Europe; and on Liberia. He also mentioned that Colombia would be mentioned in the report, but, since there were no new elements in the situation, no action was proposed.

Discussion

The Moderator commented on the proposal for a statement on Post-War Iraq. The emerging governance in Iraq would have religious communities as a basis. The constitution was being drafted based on the numerical size of each community. We needed to ensure that the churches were not marginalized. One of the largest churches in Iraq was the Chaldean Church. All religious communities should have a part in the new Iraqi constitution. Mention should be made in the statement of the need for fair Christian representation.

Bishop Dr Rolf Koppe referred to the mention in the background document of the condemnations of 75 dissidents in Cuba. There had been representations by the WCC. He wondered if this could be mentioned. Mr Weiderud, responding, said that space was limited, but he would be glad to provide Bishop Koppe with more information.

Rev. Dr Clifton Kirkpatrick, on Iraq, thought that two points should be stressed in the Iraq statement: first, that the reconstruction of Iraq should be by the international community and not by the United States and its coalition alone; and secondly that all communities should be represented in the new democratic structure.

The Moderator was concerned that the minute on Cyprus would be acceptable to the Church of Cyprus. Mr Weiderud, responding, stated that he had spent a week in Cyprus: the church there had been taken into consideration and been informed that a minute was proposed. The General Secretary added that an attempt would be made to ensure that the actual language of the minute was acceptable to the Church of Cyprus.

Mr Weiderud said that he had noted the comments of the Executive Committee and they would be fed into the Public Issues Committee of the Central Committee.

The Executive Committee agreed to recommend the seven proposed actions (four minutes and three statements) to the Central Committee.

8. ELECTION OF THE NEW GENERAL SECRETARY

8.1 Report of the Search Committee

Rev. Dr Maake Masango introduced the Report of the Search Committee that was to be presented to the Central Committee in closed session.

He reminded the Executive Committee that the Search Committee had 18 members, and it was a balanced committee by gender and churches. All its meetings had been attended by all its members. He outlined the journey of the Search Committee since its appointment at the Central Committee 2002.

The deadline for nominations had been 15 January 2003 and 19 nominations had been received. The deadline for applications had been 28 February 2003 and 9 applications had been received.

At its first meeting in Amsterdam, 3-5 April 2003, the committee had produced a short list of six candidates and planned the interviewing process to be followed at their next meeting.

At that meeting in Tirana, Albania, 20-25 June 2003, they interviewed five candidates, one having withdrawn in the meantime. Each interview had lasted two hours. At the end of the process they had two names to present to the Central Committee for decision: Rev. Dr Trond Bakkevig and Rev. Dr Samuel Kobia. For each candidate there was a dossier and a personal vision statement that would be presented to the members of the Central Committee together with the Search Committee's report.

The Search Committee had worked on the consensus model as far as possible and the whole process had been surrounded and accompanied by prayer.

Thanks were particularly due to Archbishop Anastasios for putting the venue at Tirana at their disposal, for its serenity and use of the chapel, which had been used for corporate and private prayer.

Out of their experience, the Search Committee were making two recommendations to the Central Committee for the next time an election of a general secretary would take place.

He thanked God for the members of the Search Committee, who, even in heated debate, had had respect for one another. It was their prayer that God's wisdom would prevail and that the right person be elected.

The Moderator thanked Dr Masango for the report.

8.2 Election process in Central Committee

The General Secretary indicated the respective responsibilities of the Executive and Central Committees in the process. Discussion of the substance of the report belonged to the competence of the Central Committee. It was the responsibility of the Executive Committee to oversee the process. The Rules of Debate would have to be strictly adhered to.

The Search Committee's Report, including details of the two candidates, would be handed to Central Committee members as they registered. They would also be given a document reminding them of the procedures for the election of a general secretary, confirmed by them at their 2002 meeting.

There would be two closed sessions of the Central Committee for the election, with one day in between. In the first session, the Central Committee would be able to ask questions about the process, but not discuss candidates. In the second session, there would be discussion of candidates and the election itself.

Dr Masango stated that the Search Committee would meet that evening to strategize. It was important to determine what questions from the Central Committee would be legitimate. For example, what if the Central Committee were to ask for the names of the candidates not being presented?

The Moderator stated that this was the third time that he had been involved in this process, and he was making these remarks in the light of past experience. In the first session, he would begin with some pastoral words. He would then invite Dr Masango to present the Report of the Search Committee. That would be followed by questions from Central Committee members about the process, but there would be no discussion of candidates at this stage. Finally each candidate, in alphabetical order of surname, would make, as suggested by the Search Committee, a ten-minute statement to the Central Committee. There would be no discussion on the statements and the session would immediately close.

Metropolitan Chrysostomos indicated that some churches had had problems with the process, and asked what would happen if it were proposed not to proceed to an election but to seek an interim solution.

Dean Anders Gadegaard, as a member of the Search Committee, stated that all churches had had an opportunity to make nominations; the Search Committee had themselves actively looked for candidates and had not

simply passively accepted nominations and applications from outside the committee. Moreover, if the search were to be extended by one year, it was unlikely that it would produce anything new.

Bishop Dr Hilarion Alfeyev had reservations about the process followed by the Search Committee and feared that the Central Committee might not accept its recommendation.

Metropolitan Dr Gennadios of Sassima believed that we should be grateful to the Search Committee for its work, accept it without criticism and act on its recommendation.

Rev. Dr Clifton Kirkpatrick agreed and added that he believed the Search Committee to have acted with integrity. He warned of the danger of losing two strong candidates, if the Report of the Search Committee were not accepted.

Archbishop Nifon of Targoviste observed that it was generally known that there were two candidates. He wondered if it would be possible for the Central Committee to ask questions of the candidates.

Dr Masango, responding, said that asking questions of the candidates in the Central Committee would be inadvisable, as it would be too complicated. Concerning the thoroughness of the Search Committee's work, he pointed out that they had been open to nominations and applications over a period of six months.

The Moderator continued with his thoughts about the second closed session, which was the more critical. He would again begin with pastoral words. He would then invite members to indicate their wish to speak in the usual way, indicating which candidate they intended to speak in favour of. Not following the usual guidelines on contributions according to gender, age, region, etc., he would invite, according to their order of giving notice, ten members to speak, five in favour of one candidate, five in favour of the other.

After ten contributions, he would ask the committee if it were ready to proceed to the election or if it wished to continue debate. If debate continued, there would again be ten speeches, on the same basis, and so on. If the committee decided to proceed to the election, it would take place immediately.

The Presidents would collect the ballot papers and would count them in the presence of the Moderator and Vice-Moderators. Abstentions would not be regarded as votes. The election would be by simple majority. In the event of a tied vote, further debate would take place. The whole process would be governed by the Procedures for the Election of the General Secretary, as agreed by the Central Committee in August 1992. He believed it imperative that a General Secretary be elected, as failure to do so would be damaging to the WCC's image. However, if one of the privileged motions in the Rules of Debate were proposed and carried, then the process would stop and an extraordinary meeting of the Executive Committee would take place.

Metropolitan Chrysostomos of Ephesus understood the problem, but asked about the possibility of an election by a very narrow majority.

Metropolitan Gennadios of Sassima was also concerned about the possibility of an election by a very narrow majority and felt that it could be divisive.

The Moderator stated that personally he was not happy with the simple majority procedure, but as Moderator he had to preside over the process according to the rules. The simple majority rule could not be questioned; it was not necessarily divisive.

Dr Marion Best emphasized that debate on the privileged motions is not permitted and votes on them had to be taken immediately. They would be the only permitted motions. It would not be permissible to accept any amendment to the Search Committee's presentation of the two names. If

anyone wished to lodge an objection, it would have to be done according to the Rules.

Mr John Doom also emphasized the need to follow procedures and to exercise care in the vote counting. He believed that we must have a new General Secretary by the end of this meeting of the Central Committee.

Bishop Dr Zacharias Mar Theophilus wondered if, in the case of a tied vote, the matter could be referred to the Executive Committee. Mrs Justice Sophia Adinyira, responding, pointed out that a tied vote was to be followed by further discussion.

The Moderator made further comments. He believed that members of the Search Committee should not contribute to the debate on the candidates, but they could be called on to give answers about the process. He enquired whether the present General Secretary should be present. The General Secretary, responding, stated that, as an Officer of the Council and thus a guarantor of its Constitution and Rules, he would have to be present.

Rev. Dr Clifton Kirkpatrick stated that, whoever was elected, he would have his support. He suggested a second, unanimous, vote to indicate the Central Committee's support of the successful candidate. His hope was, in any case, that the voting would be nearly unanimous.

Bishop Dr Hilarion Alfeyev enquired what would constitute the 'extreme circumstances' mentioned in the last paragraph but two of the Procedures document. He was informed that it would be the passing of the privileged motion 'that the question be not put' or a persistent tied vote.

The Moderator, concluding, requested members of the Executive Committee to commend the election to God in prayer.

9. NINTH ASSEMBLY 2006

9.1 Report of the Assembly Planning Core Group

Rev. Norman Shanks indicated two documents that would be placed before the Central Committee: the Assembly Planning Core Group Report and the document on Seat Allocation. The Seat Allocation document would be referred directly to Policy Reference Committee III. He would not go through the Core Group Report in detail, but would highlight certain issues. The Central Committee would have to decide on three matters: the size of the Assembly, the Assembly budget and the Assembly theme. Other matters, such as style, process and language, were still in process of consideration.

The choice of Assembly theme was a complex issue and it would be well nigh impossible for any theme to meet all the criteria mentioned in the Core Group's Report. There were, however, four foci emerging:
- a focus on God
- a vision of new possibilities
- a focus on humanity, including human rights
- a focus on the harsh economic and social realities facing many.

On this basis, four possible themes, with variations, were emerging:
- God's grace: human dignity
- God calls us to justice and peace
- Seeds of hope, harvest of justice
- Living bread, shared for a new world.

He asked that discussion begin with these possibilities and not return to square one.

The General Secretary believed that the Central Committee should be presented with a manageable range of options. The present process was better than the process before Harare, when only proposals by staff were before the Executive Committee.

Members of the Executive Committee made various suggestions and comments.

Rev. Shanks said that he had noted the suggestions and that the Core Group would be grateful for them.

9.2 Report of the Assembly Sub-Committee

There was insufficient time for the Assembly Sub-Committee to report fully. In the brief time available further suggestions for the theme were made. The Sub-Committee's report would be made available directly to the Assembly Planning Core Group, which would meet the following day.

10. MEMBERSHIP, STAFFING AND NOMINATIONS

10.1 Membership

Mr Huibert van Beek introduced four membership matters.

10.1.1 The proposed amendment to the Constitution and Rules had been examined by legal experts and would make its way to the Central Committee via Policy Reference Committees I and III. Member churches would then be mailed to elicit their agreement.

10.1.2 A preliminary list of groupings of member churches for the purpose of representation and participation was presented to the Executive Committee as a first and tentative proposal for their consideration and advice.

10.1.3 Discussion with the Kimbanguist Church continued. Following the discussions and recommendations of the Executive Committee at its last meeting, the General Secretary had sent a letter to the Spiritual Chief of the Kimbanguist Church, asking 'to let us know in a clear and precise manner:

a) the current position of the Kimbanguist Church with regard to the Basis of the WCC
b) the official position of the Kimbanguist Church with regard to the affirmations concerning the second and third persons of the Trinity, and its current Trinitarian doctrine
c) any other observation you may consider useful in order to clarify the dialogue which we have initiated with you.'

In his answer to the General Secretary the Spiritual Chief had declared

a) (The Kimbanguist Church) subscribes and continues to subscribe to the Basis of the WCC which states: (follows the wording of the Basis in French);

b) Concerning the doctrine of the Trinity, it remains the same as evoked in the Basis of the WCC. In clear, we believe in one God in Three: Father, Son and Holy Spirit, source of all life, Creator of the universe and all that is visible and invisible.

With regard to the second and third Person of the Trinity, the experiences of Kimbanguist and other Christians, in our country and elsewhere, show that Jesus Christ is H.E. Dialungana Kiangani and the Holy Spirit, Papa Simon Kimbangu …… All these experiences lead the Kimbanguists to recognize in Simon Kimbangu the Consoler, the Holy Spirit promised by the Lord Jesus Christ of Nazareth …… Coming back to the second person of the Trinity in the person of Dialungana Kiangani, it is not another Jesus Christ distinct of Jesus of Nazareth who is the same yesterday, today and eternally. So it is that the Kimbanguist Church celebrates the Holy Communion as body and blood of Christ. In short, all the sacraments are administered in his name.

c) With regard to other observations, the Kimbanguist Church invites the WCC to take more into account the African understanding of the Gospel according to its culture.

> Moreover, the Kimbanguist Church invites the WCC to prayer, to the continuation of the dialogue and to visits to us for our mutual spiritual enrichment and the sharing of our common faith.

The Staffing and Nominations Sub-Committee would discuss this further. A reply would have to be sought in time for the August 2004 Executive Committee meeting, for it to forward a recommendation to the Central Committee in February 2005.

Rev. Norman Shanks observed that there were elements in the Kimbanguist Church trying to maintain its adherence to the WCC Basis and that we needed to encourage them.

Rev. Dr Clifton Kirkpatrick emphasized the need to be clear that our greatest concern was their doctrine of the second and third Persons of the Holy Trinity.

10.1.4 Finally, the Eritrean Orthodox Tewahdo Church, which formerly formed one church with the Ethiopian Orthodox Church, was now, after the division of Ethiopia and Eritrea, an independent autocephalous church. There was at present a moratorium on the reception of new member churches until the meeting of the Central Committee in 2005, but since this was not, strictly speaking, a new church, but a change in canonical and ecclesiastical status within an existing member church, it was hoped that an exception to the Central Committee ruling could be made in this case.

10.2 Report of the Staffing and Nominations Sub-Committee

Mrs Justice Sophia Adinyira presented the Report of the Staffing and Nominations Sub-Committee.

10.2.1 Revision of Rule IX

A revision of Rule IX was necessary as a consequence of the Council's internal reorganization. The proposed revision was (proposed changes in italics):

IX. STAFF

1. The Central Committee shall elect or appoint or provide for the election or appointment of persons of special competence to conduct the continuing operations of the World Council of Churches. These persons collectively constitute the staff.

2. The General Secretary shall be elected by the Central Committee. He or she is the chief executive officer of the World Council. As such he or she is the head of the staff. When the position of General Secretary becomes vacant, the Executive Committee shall appoint an acting General Secretary.

3.A. In addition to the General Secretary, the Central Committee shall itself elect one or more Deputy General Secretaries, *the Directors for Programme and Management, and any other executive director.*

3.B. The Executive Committee shall *appoint* all *programme* staff and shall report its actions to the Central Committee. *Specialized, administrative and house staff shall be appointed by the General Secretary.*

4. The Staff Leadership Group shall consist of the General Secretary (Moderator), the Deputy General Secretary or Secretaries, the *Executive Secretary in the* General Secretar*iat* (Secretary), and the executive directors (...). Other staff may be (...) invited for (...) specific item*s* on the agenda. (...)

The Staff Leadership Group is the chief internal management team. Its overall responsibility is to advise the General Secretary in his/her role as chief executive officer of the Council. It has the task of ensuring that all

activities of the Council are carried out in an integrated and cohesive manner. For this purpose it will:

a. *implement policies and priorities established by the Central and Executive Committees and facilitate proposals to be submitted to them;*
b. *provide for overall coordination, decide on priorities and the direction of the Council's activities;*
c. *manage and allocate human and financial resources, propose the budget to the Finance Committees of the Executive and Central Committees and ensure that programme planning is integrated with anticipated resources available;*
d. *assist the General Secretary in the appointment of staff and special reference groups.*

5. There shall be a Staff *Executive* Group. Its membership shall include ex officio the members of the Staff Leadership Group, the *Programme* team coordinators, *the Director of Bossey and the Management Services managers.* It shall meet regularly (normally *twice* a month); it shall be moderated by a *member of the Staff Leadership Group on a rotating basis* (…).

The Staff *Executive* Group shall advise the General Secretary and the Staff Leadership Group. Its purpose is to:

a. *advise on matters of long-range planning, monitoring and evaluation of activities;*
b. *consider the preparation of the budget;*
c. *assure regular sharing of information and provide for discussion and interpretation of policies and issues affecting the Council as a whole;*
d. *facilitate the coordination of the activities of the teams;*
e. *appoint ad hoc or permanent functional staff groups to advise on specific areas of concern;*

f. promote a spirit and style of work to strengthen and promote integration, cooperation and collegiality.

6. The normal terms of appointment for the General Secretary and for the Deputy General Secretary or Secretaries shall be five years. Unless some other period is stated in the resolution making the appointment, the first term of office for all other staff appointed by the Executive or Central Committee shall normally be four years from the date of the appointment. All appointments shall be reviewed one year before their expiration.

Retirement shall normally be at sixty-five for both men and women and in no case shall it be later than the end of the year in which a staff member reaches the age of sixty-eight.

The Executive Committee agreed to recommend the revised Rule IX to the Central Committee for approval.

10.2.2 Memorandum of Procedures

The Sub-Committee recommended approval of this memorandum of Procedures concerning membership of the WCC:

Memorandum of Procedures

This Memorandum of Procedures deals with the following situations which may occur in the relationships of the Council with one or more of the member churches belonging to the fellowship of the World Council of Churches:

1) churches which do not participate in the life of the Council in any respect over a period spanning two assemblies;
2) churches which do not make any effort to assist in the financial support of the Council for an extended period of time;

3) churches whose self-definition, teaching and practice have evolved in ways that may no longer be consistent with the Basis and the criteria for membership;
4) churches which claim WCC membership by reason of membership in an association, convention or federation of churches which is a member of the Council but do not meet the criteria for membership.

When cases of member churches which come within one or more of the above-mentioned situations are identified by the General Secretary or brought to his/her attention the General Secretary may take one or several of the following steps:

- write to the church expressing the concern of the Council and asking for the relevant information;
- seek advice from staff of the Council, members of the governing bodies, leaders of member churches or any other person of confidence whose knowledge and insight may help to understand and deal with the situation;
- delegate a member of staff or a member of the governing bodies or any other person of confidence to visit the church, or send a team of persons;
- invite the leadership of the church to come to Geneva for discussions.

The purpose of any one of these steps will always be to seek to restore and/or facilitate the conditions which will allow the church to resume its fullest possible participation in the life and work of the Council.

Situations as described under 3) will need to be approached with special sensitivity and care. It belongs to the General Secretary to decide if the information at his/her disposal warrants the opening of a discussion with the church, and in which form.

In situations as described under 4) the steps taken should involve the church as well as the association, convention or federation to which it is affiliated.

If the steps taken by the General Secretary do not yield the desired results within a reasonable period of time the General Secretary should bring the case to the attention of the sub-committee on Staffing and Nominations of the Executive Committee[1]. The sub-committee may decide that the steps taken by the General Secretary are sufficient or that more information is required. If the latter applies, the sub-committee may propose other steps to be taken. In particularly sensitive situations, such as described under 3) the sub-committee may propose a dialogue with the church on specific questions related to the situation. The form of the dialogue will be decided according to the specific situation. The sub-committee may set a time-line for reporting on the steps it has proposed.

On reception of the report, the sub-committee may conclude that the situation has been solved to its satisfaction. If this is not the case the sub-committee should bring the matter to the attention of the plenary of the Executive Committee, with the necessary information and suggestions for appropriate action.

The Constitution and Rules of the WCC have no provisions for the termination of membership of a church by decision of the governing bodies or for other measures that have a character of sanction. There are no precedents in the history of the Council of any actions of this kind. The closest reference is in the introductory sentence of Rule II. Responsibilities of membership, which reads:

"Membership in the World Council of Churches signifies faithfulness to the Basis of the Council, fellowship in the Council, participation in the life and work of the Council and commitment to the ecumenical movement as integral to the mission of the church."

In keeping with this Rule, and in the spirit of the policy statement *Towards a Common Understanding and Vision of the World Council of Churches*,

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[1] The sub-committee might be called in the future "Sub-committee on Staffing, Nominations and Membership"

two actions can be envisaged as being at the disposal of the Executive Committee:

- to suspend the right of a church to be represented by (a) voting delegate(s) at an upcoming assembly; such action could apply in situations 1) and 2) mentioned in this memorandum;
- to suspend the participation of the church in all WCC programmes and activities, including representation in the assembly, on governing bodies, on commissions and advisory groups; such action could apply in situations 3) and 4) mentioned in this memorandum.

In taking any of these actions or other measures which the Executive Committee may deem appropriate the committee should have acquired the reasonable conviction that there is no alternative way left to handle the situation, and should proceed with utmost sensitivity.

Before the action becomes effective the church should be informed in writing of the position of the Executive Committee and be given an opportunity to respond within a time-line set by the Executive Committee. If the answer of the church suggests new approaches which could contribute to solving the situation the Executive Committee should consider postponing the envisaged action(s) and set a new time-line for the continuation of the discussions.

The Executive Committee should inform the Central Committee when an action of suspense becomes effective.

A church which has been the subject of an action of suspense has the right to ask for the resumption of its normal relationships with the Council if it is able to demonstrate that the situation which led to the action has changed significantly. The General Secretary will bring such requests to the sub-committee on Staffing and Nominations, which can recommend to the Executive Committee to lift the action.

The Executive Committee approved this Memorandum of Procedures.

10.2.3 Grouping of Member Churches

The Sub-Committee encouraged staff to carry on with the work on groupings of member churches for the purpose of representation and participation, and to consult as much as possible with members of the Central Committee during its forthcoming meeting.

10.2.4 The Kimbanguist Church

The Sub-Committee recommended that a letter be sent to the Spiritual Chief in reply to his response to the letter of the General Secretary. The letter should indicate that the Executive Committee finds it difficult to understand how the church can affirm the Basis of the WCC and its belief in the Holy Trinity as expressed in the Basis, and at the same time make statements about the Second and Third Persons of the Trinity, saying that Jesus Christ is Papa Dialungana and the Holy Spirit is Simon Kimbangu. These affirmations cannot be reconciled in the understanding of the Executive Committee. Unless this is resolved, the WCC will have to consider seriously to suspend the membership of the Kimbanguist Church. At the latest, the Executive Committee would have to take a decision at its meeting in August 2004 for submission to the Central Committee in February 2005.

The Executive Committee agreed these actions concerning the Kimbanguist Church.

10.2.5 The Eritrean Orthodox Tewhado Church

The Sub-Committee proposed that the Orthodox members of the Central Committee at their meeting on the following day discuss the matter and advise as to whether the application could be brought for decision to the Central Committee at this meeting.

A long discussion ensued, in which it was pointed out:

- The patriarchs of the Ethiopian Orthodox Church and the Eritrean Orthodox Tewahdo Church had met and concelebrated. This had indicated the acceptance by the Ethiopian Church of the autocephalicity of the Eritrean Church.
- The Oriental Family of Orthodox Churches had no formal procedure for recognizing the autocephalicity of a church.
- The Ethiopian Orthodox Church might have hesitations on this issue for political reasons.
- The Eritrean Church would have a representative present at this Central Committee meeting and there would be disappointment if the church were not accepted as a member at this meeting.

The Moderator closed the discussion by proposing that the matter be clarified by discussion within the Oriental Orthodox Family with a view to a possible recommendation to the Central Committee. The Executive Committee agreed to this course of action.

10.2.6 Membership of Central Committee

The Sub-Committee proposed the following replacements:

- Rev. Iteffa Gobena of the Ethiopian Evangelical Church Mekane Yesus to replace Rev. Yadessa Daba.
- Rev. Cibele Kuss of the Evangelical Church of Lutheran Confession in Brazil to replace Diakonin Valmi Ione Becker.
- Rt. Rev. C. Christopher Epting of the Episcopal Church USA to replace Dr Pamela Chinnis.
- Rt. Rev. Tom Butler, Bishop of Southwark, of the Church of England to replace Rt. Rev. Barry Rogerson.
- Most Rev. Dr R. O. Ositelu of the Church of the Lord Aladura to replace Ms Abigail Ogunsanya.
- Rev. Dr Nicolae Moşoiu of the Romanian Orthodox Church to replace Rev. Prof. Aurel Jivi.
- Bishop Dr Martin Hein of the Evangelical Church in Germany to replace Landesbischöfin Dr Margot Käßmann.

- Dr Priscilla Joseph of the Episcopal Church of the Sudan to replace Ms Jenny Siama Paul.
- Bishop Cephas Z. Mukandi of the Methodist Church in Zimbabwe to replace Rev. Farai Chirisa.

In addition, Archbishop Abune Kerlos of the Ethiopian Orthodox Tewahedo Church has resigned. His replacement is still being negotiated.

Discussion

Dr Marion Best noted that in this list three women were being replaced by three men. She hoped this was not a trend.

Mrs Carmencita Karagdag feared that such replacements would upset the balance in the Central Committee.

The General Secretary, responding, granted that it was possible to reject a proposal for replacement from a member church, and that had been done in the past. There were, however, good reasons for accepting these suggested names.

The Executive Committee agreed to recommend these replacements to the Central Committee for approval.

10.2.7 Membership of the Executive Committee

The Sub-Committee proposed the following replacements:

- Ms Idah Njobvu, Reformed Church in Zambia to replace Ms Abigail Ogunsanya.
- Rev. Iteffa Gobena, Ethiopian Evangelical Church Mekane Yesus to replace Rev. Yadessa Daba.

The Executive Committee agreed to recommend these replacements to the Central Committee for approval.

10.2.8 Finance Committee of the Central Committee

The Sub-Committee recommended that Bishop Dr Rolf Koppe be appointed a member of the Finance Committee.

The Executive Committee agreed to recommend to the Central Committee that Bishop Dr Rolf Koppe be appointed a member of its Finance Committee.

10.2.9 Membership of Faith and Order Standing and Plenary Commissions

The Sub-Committee proposed the following changes, which had been approved by the Faith and Order Standing Commission:

- Bishop Hilarion of Vienna to take the place of Archbishop Feofan (Russian Orthodox Church) on the Standing Commission, and Mr Sergei Hovorun to take the place of Bishop Hilarion on the Plenary Commission.
- Dr Dimitra Koukoura (Ecumenical Patriarchate) to replace Ms Katarina Karkala-Zorbas on the Plenary Commission.
- Rev. Dr Stefan Cosoroabe (Evangelical Church of the Augsburg Confession in Romania) to take the place of Mrs Dorothea Binder on the Plenary Commission.

The Executive Committee agreed to recommend these replacements to the Central Committee for approval.

10.2.10 Assembly Planning and Assembly Worship Committees

Three further names, to add to the Core Group, were needed to complete the Assembly Planning Committee, and ten names were needed to form the Assembly Worship Committee.

In each case, some names had been mentioned, but further consultation was needed before a proposal could be placed before the Central Committee.

10.2.11 New Commissions

Subject to the decision by the Central Committee to establish two new commissions, the Commission of the Churches on Diakonia and Development and the Commission on Justice, Peace and the Integrity of Creation, the Sub-Committee presented a list of proposed members of these commissions.

Discussion

The Moderator noted the name of Ms Aline Papazian in the CCDD list from his own church, whom he did not know. The General Secretary assured him that she was a person with long experience in this field.

Rev. Dr Clifton Kirkpatrick noted, also in the CCDD list, that Europe was represented by two Orthodox, which did not seem to him to be balanced. He urged consultation with the churches as such lists were prepared.

Metropolitan Gennadios of Sassima also noted, in the CCDD list, an imbalance between Oriental and Eastern Orthodox.

The General Secretary explained that, when the new commissions were formed after the Harare Assembly, it had been possible to consult fully with the churches. The present exercise was more a matter of internal reorganization. He felt it would not be appropriate for the Executive Committee to initiate a full discussion on these lists.

In the light of the discussion the Executive Committee authorized the Officers to prepare revised lists of proposed members of these two commissions to be presented to the Central Committee.

10.2.12 Staff Appointments and Contract Extensions

The Sub-Committee recommended that the following staff appointments and contract extensions be approved:

International Affairs
Rev Laurence BROPLEH, (Liberia, United Methodist Church), be appointed as **UN Representative** for a period of 2 years as from 1 September 2003 (renewable after evaluation)

Diakonia & Solidarity
Rev Deborah DEWINTER, (USA, United Church of Christ-UCC), be appointed as **US Desk Officer** for a period of 4 years as from 1 September 2003

GENERAL SECRETARIAT

Ecumenical Institute Bossey
Fr Dr Ioan SAUCA (Romania, Romanian Orthodox Church (Eastern)), Director, from 1 January 2005, indefinite, (end of 2004: 10 yrs and 8 months)

Church and Ecumenical Relations
Ms Teny PIRRI-SIMONIAN (Lebanon, Armenian Apostolic Church (Oriental)), from 1 January 2005, indefinite, (end of 2004: 18 years)

PROGRAMMES

Faith & Order
Dr Tamara GRDZELIDZE (Georgia, Orthodox Church of Georgia), from 1 January 2005, 3 years extension (will complete 7 years)

Justice, Peace Creation
Ms Marilia SCHÜLLER (Brazil, Methodist Church in Brazil), from 1 January 2005, indefinite, (end of 2004: 13 years)

International Affairs
Ms Salpy ESKIDJIAN (Cyprus, Armenian Apostolic Church (Oriental)), from 1 January 2005, indefinite, (end of 2004: 10 years)

The Executive Committee agreed to recommend these appointments and contract extensions to the Central Committee for approval.

10.2.13 Staff Resignations and Retirements

The General Secretary informed the Executive Committee of the impending departure on the dates indicated of the following staff members from service with the WCC:

Already in the Officers report of May 2003
PROGRAMME

Public Information
Ms Sara SPEICHER (USA, Church of the Brethren), 30 November 2003 (letter of resignation of contract by Ms Sara Speicher), will complete 6.11 yrs.

Justice, Peace & Creation
Rev. Freddy KNUTSEN (Norway, Church of Norway), 31 December 2003 (end of contract), will complete 7 yrs.

GENERAL SECRETARIAT

General Secretary, **Rev. Dr Konrad RAISER**, Federal Republic of Germany, EKD (Lutheran), 31 December 2003, will complete 11 years. Retirement.

Church & Ecumenical Relations
Mr Huibert VAN BEEK, Netherlands, Swiss Protestant Church Federation, 31 December 2003, will complete 26 years. Retirement.

Mission & Ecumenical Formation

Ms Evelyn APPIAH, Ghana, Methodist Church, 31 December 2003, will complete 33 years, end of the 6 months Consultant's contract.

Justice, Peace, Creation

Ms Athena PERALTA, Philippines, United Church in the Philippines, 31 December 2003, end of the 2 years Consultant's contract on Women, Economy and Rural Development.

11. DATES OF NEXT MEETINGS

The General Secretary reminded members of the dates of future meetings:

Executive Committee	17-20 February 2004
Executive Committee	24-27 August 2004 (no Central Committee)
Executive Committee	13-14 February 2005
Central Committee	15-22 February 2005
Executive Committee	13-16 September 2005
Ninth Assembly	14-23 February 2006

The meetings of the Executive and Central Committees would be in Geneva.

12. CLOSING ACTIONS

The Moderator thanked the committee members for their attendance and attention and closed the meeting of the Executive Committee at 18.20 hrs on 25 August 2003.

LIST OF PARTICIPANTS

Officers:	H.H. Aram I, Catholicos of Cilicia	(Moderator)
	Mrs Justice Sophia Adinyira	(Vice-Moderator)
	Dr Marion Best	(Vice-Moderator)
	Rev. Dr Konrad Raiser	(General Secretary)
Members:	Bishop Dr Hilarion Alfeyev	
	Ms Donnalie E.C. Edwards-Cabey	
	Dean Anders Gadegaard	
	H.E. Metr. Dr Gennadios of Sassima	
	Ms Carmencita Karagdag	
	H.G. Archbishop Mor Cyril Aphrem Karim	
	Rev. Dr Clifton Kirkpatrick	
	Very Rev. Leonid Kishkovsky	
	Bishop Dr. Rolf Koppe	
	Ms Jana Krajciriková	
	Prof. Dr Samuel Lee	
	Rev. Dr Maake S.J. Masango	
	H.G. Archbishop Nifon of Targoviste	
	Rt. Rev. Dr Zacharias Mar Theophilus	
	Bishop McKinley Young	
Apologies:	Rev. Inamar Correa De Souza	
	Rev. Iteffa Gobena (nominated as replacement for Rev. Yadessa Daba)	
	Rev. Septemmy E. Lakawa	
	Rev. Dr Ilaitia Sevati Tuwere	
Substitutes:	Mr John Doom	

Presidents:	H.E. Metr. Chrysostomos of Ephesus	
	Dr Kang Moon Kyu	
	Bishop Federico J. Pagura (on 25 Aug.)	
Staff:	Rev. Dr Sam Kobia	
	Mr Georges Lemopoulos	
	Dr William Temu	
	Rev. Sabine Udodesku	
	Ms Christina Minezac	(part-time)
	Mr Huibert van Beek	(part-time)
	Mr Peter Weiderud	(part time)
Minute-Writer:	Rev. Tony Coates	
Administration:	Ms Ursula Zierl	

APPENDIX II

MEMBERSHIP OF SUB-COMMITTEES

Assembly

Dr Marion S. Best
Metr. Dr Gennadios of Sassima
Archbishop Mor Cyril Aphrem Karim
Ms Jana Krajciriková
Rev. Dr Maake J. Masango
Bishop Federico J. Pagura
Bishop Dr Zacharias Mar Theophilus

Staffing and Nominations

Justice Sophia O.A. Adinyira
Bishop Dr Hilarion Alfeyev
Ms Donnalie E.C. Edwards-Cabey
Rev. Dr Clifton Kirkpatrick
Prof. Dr Samuel Lee
Archbishop Nifon of Targoviste

Finance

His Holiness Aram I
Mr John Doom
Dean Anders Gadegaard
Dr Kang Moon Kyu
Mrs Carmencita Karagdag
Very Rev. Leonid Kishkovsky
Bishop Dr Rolf Koppe
Bishop McKinley Young